Orientation Brief for Incoming RAC Officers 29 May 2002

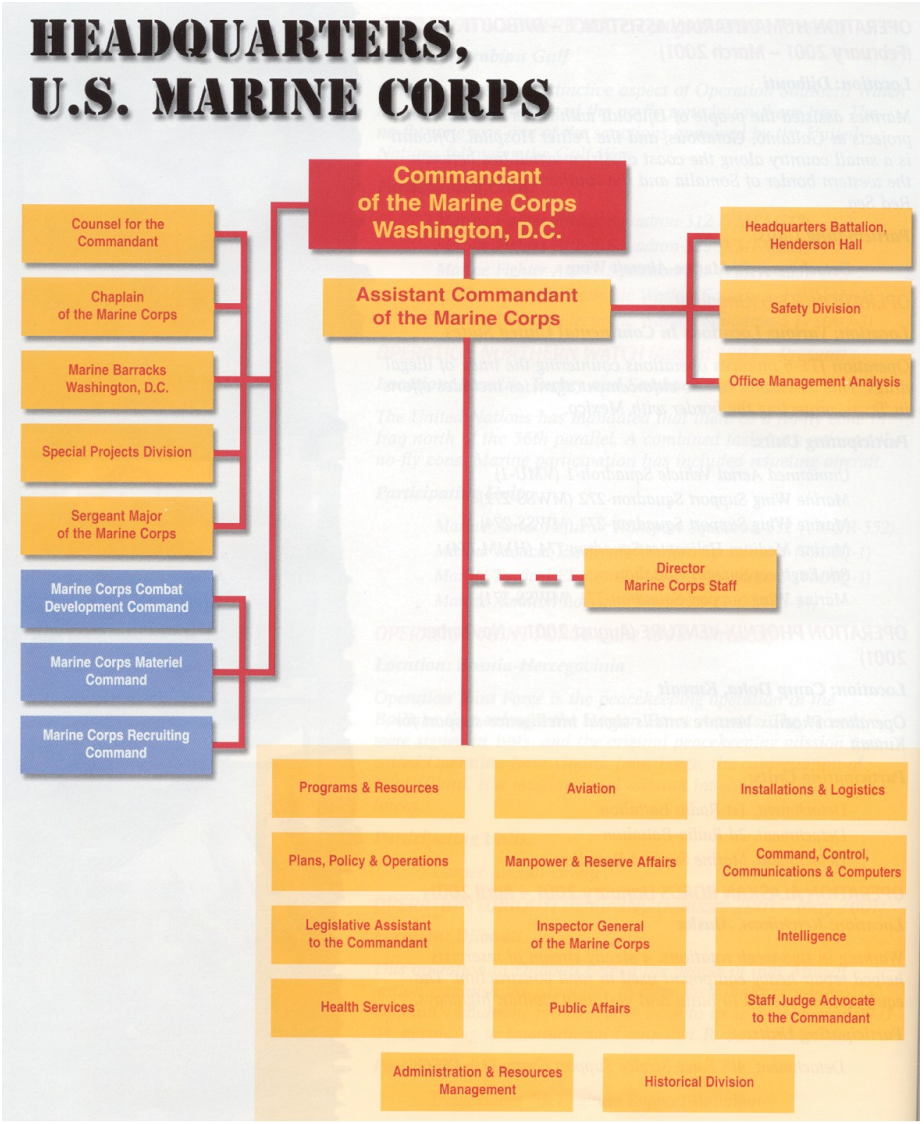
Prepared by

Reserve Affairs Coordination

Overview

- HQMC Organization
- Reserve Affairs, M&RA
- Marine Corps Reserve Mission and Organization
- Budget Overview
- Reserve Automated Systems

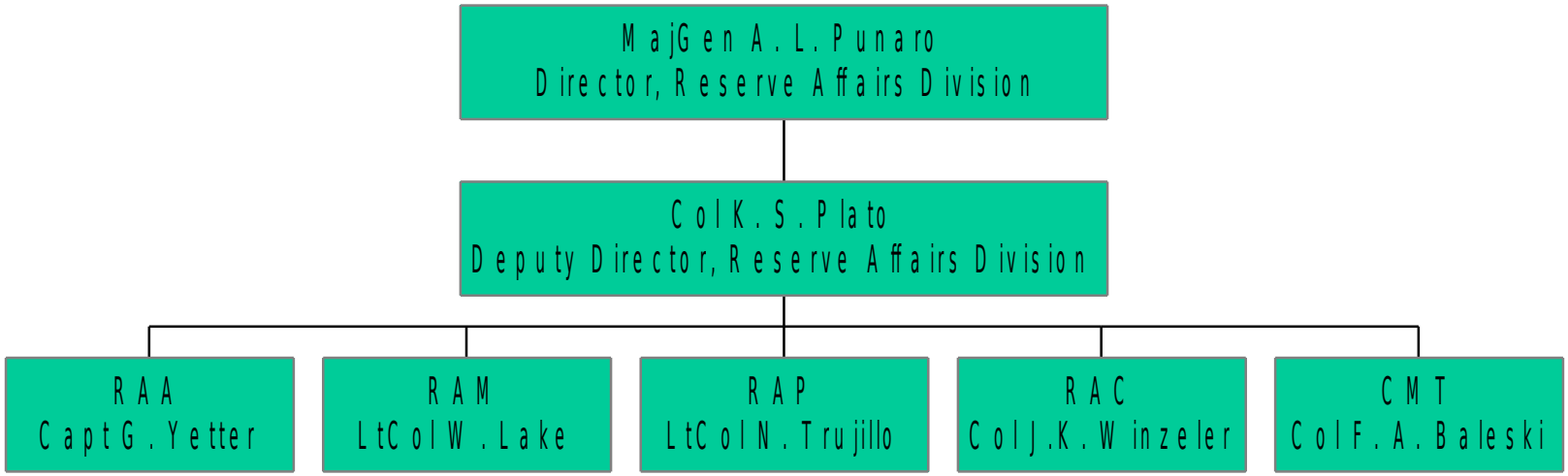
HQMC


HEADQUARTERS,
U.S. MARINE CORPS
Commandant of the Marine Corps Washington, D.C.
Counsel for the Commandant
Chaplain of the Marine Corps
Marine Barracks Washington, D.C.
Special Projects Division
Sergeant Major of the Marine Corps
Marine Corps Combat Development Command
Marine Corps Materiel Command
Marine Corps Recruiting Command
Assistant Commandant of the Marine Corps
Headquarters Battalion, Henderson Hall
Safety Division
Office Management Analysis
Director Marine Corps Staff
Programs & Resources
Aviation
Installations & Logistics
Plans, Policy & Operations
Manpower & Reserve Affairs
Command, Control, Communications & Computers
Legislative Assistant to the Commandant
Inspector General of the Marine Corps
Intelligence
Health Services
Public Affairs
Staff Judge Advocate to the Commandant
Administration & Resources Management
Historical Division

Reserve Affairs

- Reserve Affairs (RA) Division of M&RA provides essential, efficient service HQ RC advocacy.
  - Divided into 5 branches.
  - Approximately 100 Marines and Civilian Marines serve 100,000 RC Marines.
  - MM and MP Divisions (approx 520 Marines) serve 174,800 AC Marines.

Reserve Affairs, M&RA



RAC MISSION

- Develop and coordinate Marine Corps Reserve resource requirements into the POM cycle.
- Coordinate submission for and monitor execution of the RPMC budget.
- Coordinate submission for and monitor execution of the National Guard and Reserve Equipment Appropriation.
- Coordinate legislative affairs for the Marine Corps Reserve.
- Monitor/coordinate Reserve aviation, ground, and logistic issues.
- Liaison with appropriate Headquarters staff

RAM MISSION

- Manage the end-strength, controlled grades and assignments of the Officer and Enlisted AR Programs.
- Authorize and coordinate timely medical treatment and incapacitation pay to reserve component Marines and Officer Candidates injured in the line of duty under Notification of Entitlement (NOE) program.
- Advertise, select and manage the Marine Corps Officer Reserve PME Program.
- Manage AD Special Work (ADSW) for RC personnel from applicable personnel appropriations to support AC or RC projects/exercises.

RAP Mission

- POLICY: Establish, implement and revise manpower and personnel policies affecting the Reserve Component.

- PLANS: Develop, implement and coordinate Reserve Personnel Management Plans and manpower funding requirements.

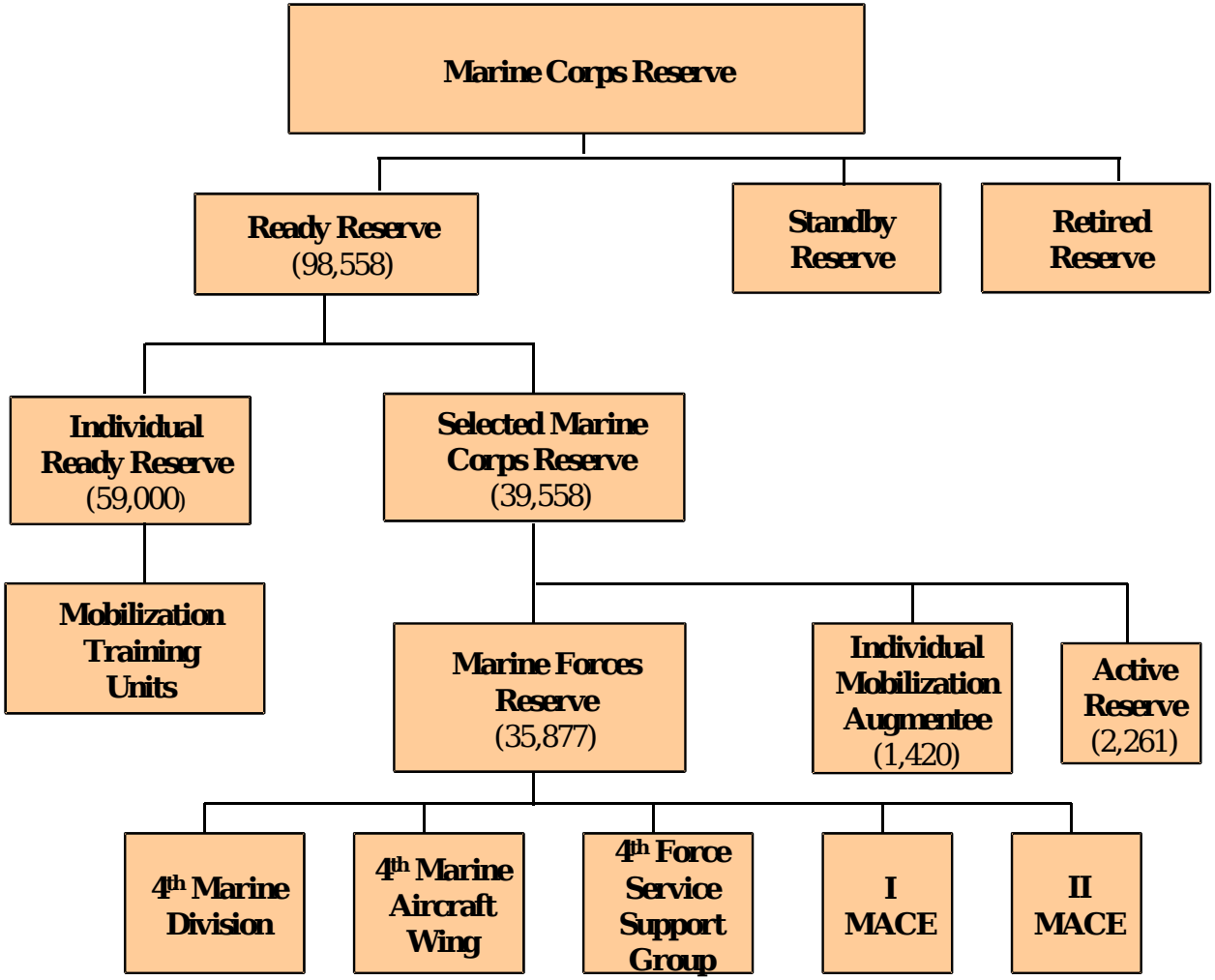
CMT MISSION

Provide effective Reserve career management and professional guidance to enhance Total Force readiness and mobilization capabilities

Marine Corps Reserve Mission

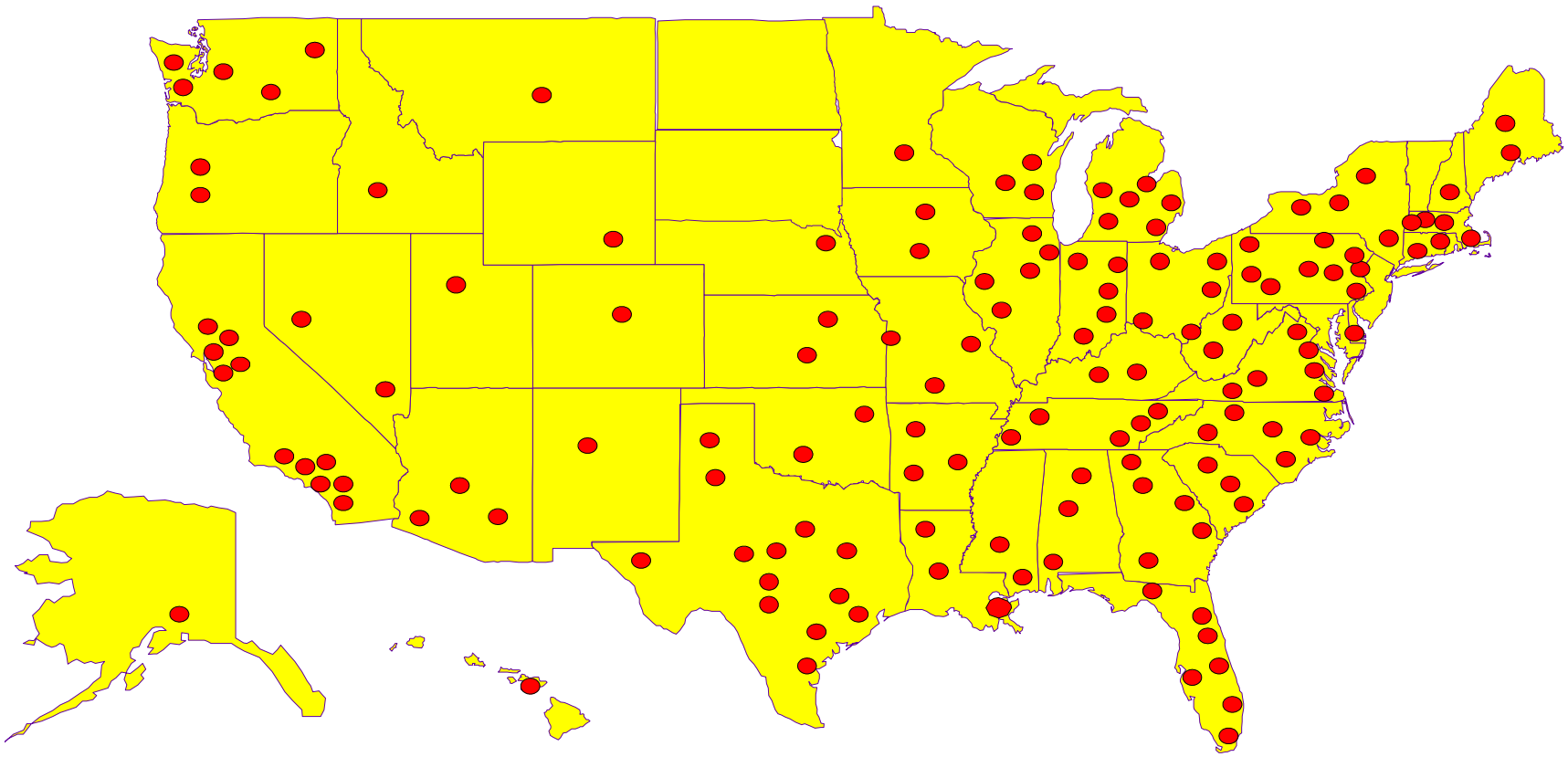
- Primary:
  - Augment and Reinforce the Active Forces by providing trained and qualified units and individuals to be available for active duty in time of:
    - War
    - National Emergency
    - Such other times as national security may require
- Secondary:
  - OPTEMPO Support
  - Community Outreach

Marine Corps Reserve Organization

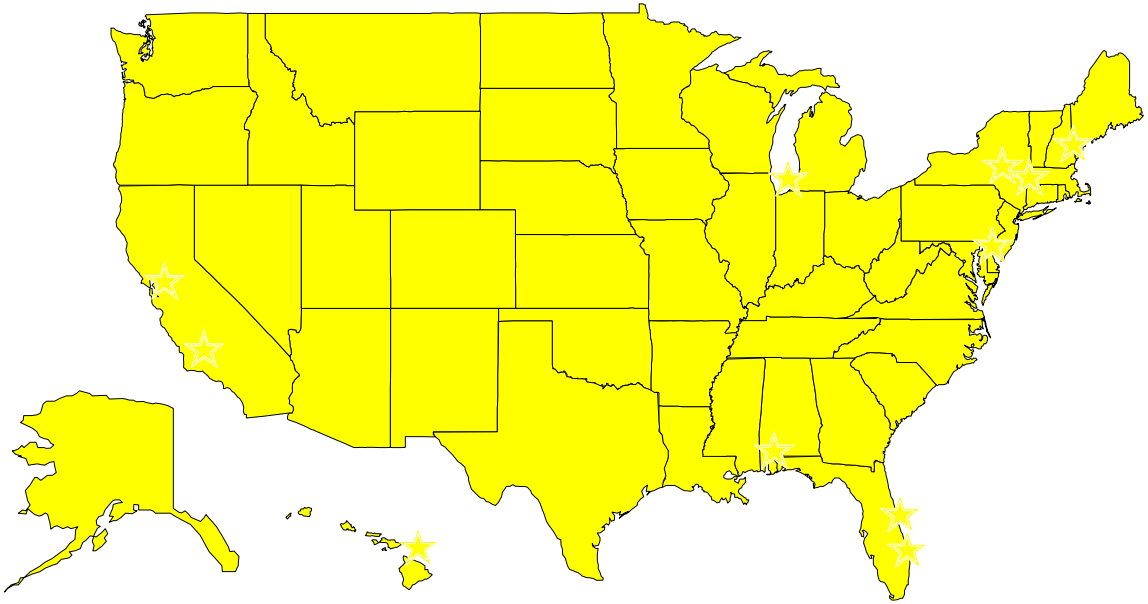


"Most Visible Institutional Link to Soci

- Geographically Dispersed
- 187 Sites (23 Owned & 164 Shared, 2 Inactive)

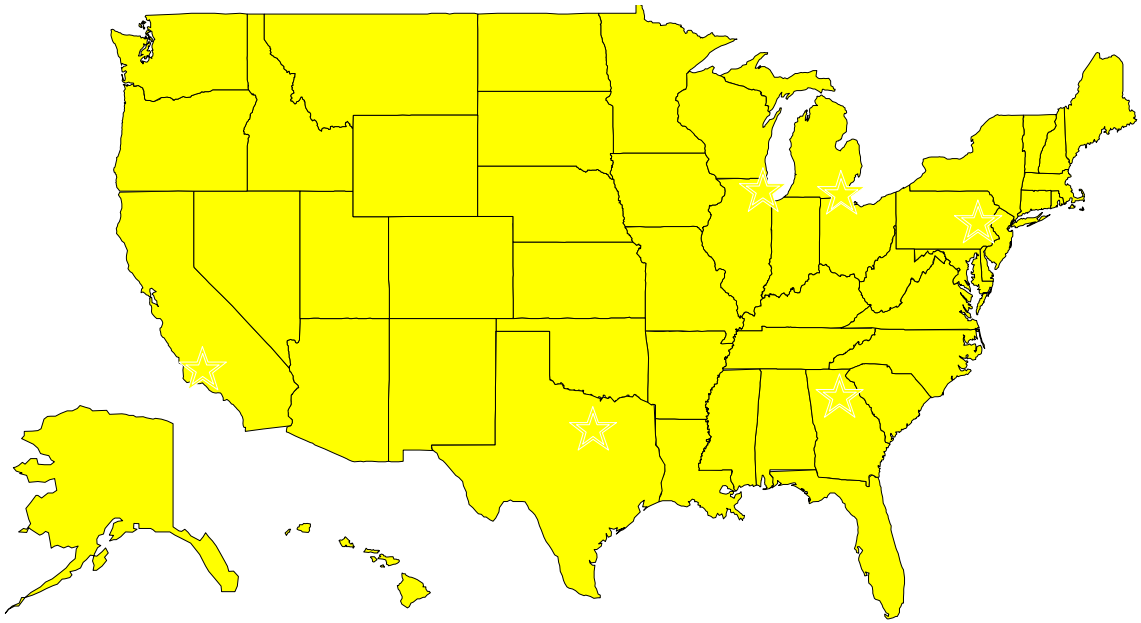


Force Level Assets



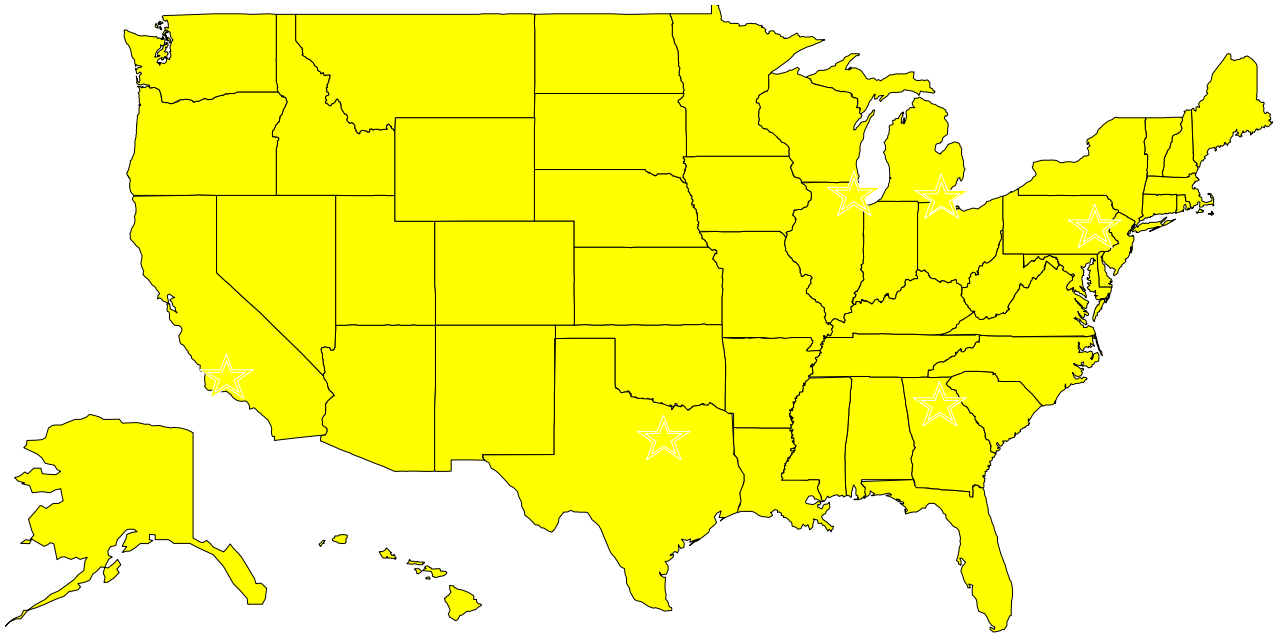
2 Air/Naval Gunfire Liaison Co’s
2 Civil Affairs Groups
6 Interrogator/Translator Teams
3 Counter Intelligence Teams
1 Sensor Control Management Plt
1 Force Imagery

4th MAW



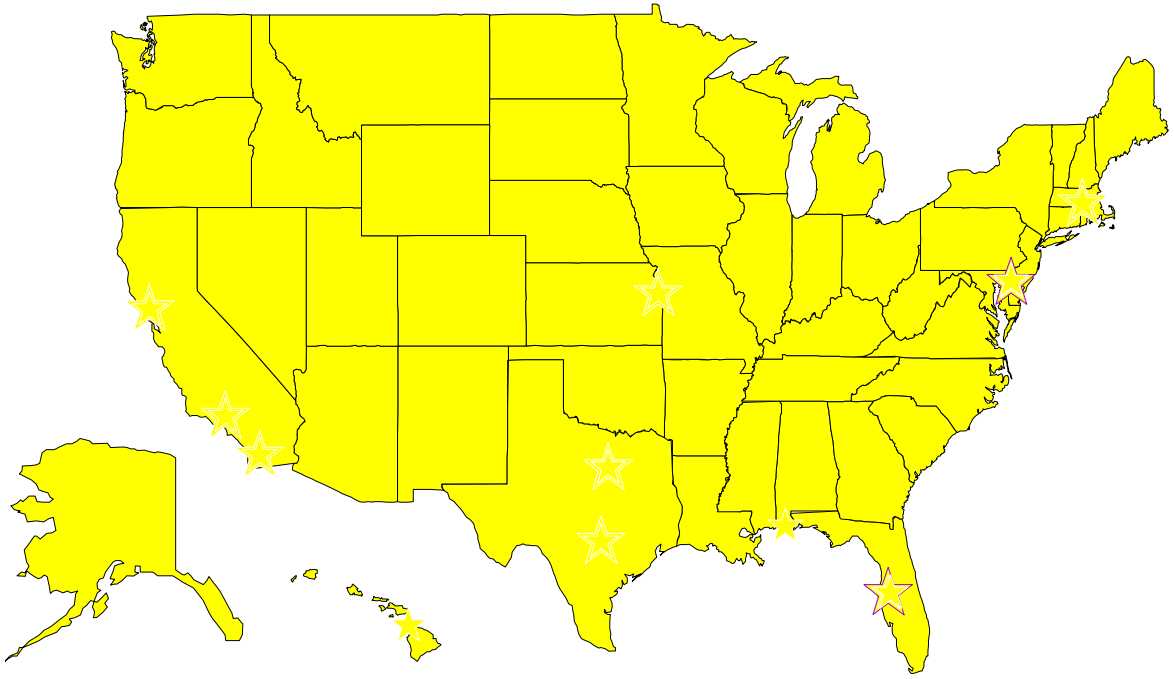
MAG-41 (Carswell): F/A-18A, KC-130T
MAG-42 (Marietta): F/A-18A, CH-46E, UH-1N, AH-1W, UC-12, UC-35
MAG-46 (Miramar): F/A-18A, CH-46E, UH-1N, AH-1W, F-5, CH-53E
MAG-49 (Willow Grove): F/A-18A, KC-130T, CH-53E, UC-12, UC-35
MWSG-47 (Selfridge)

4th MARDIV



3 Infantry Regiments (Kansas City, San Bruno, Worces
1 Artillery Regiment (Dallas)
2 Tank Bns (Rochester, San Diego)
1 Assault Amphib Bn (Tampa)
1 Light Armor Infantry Bn (CamPen)
2 Force Recon Companies (Mobile, Hawaii)
1 Recon Bn (San Antonio)
1 Combat Engineer Bn (Baltimore)
1 HqBn 4th Mar Div (New Orleans)

4th FSSG



Communications Bn (New York)
Maintenance Bn (Charlotte)
Medical Bn (San Diego)
Dental Bn (Marietta)
Supply Bn (Newport News)

HQSvc Bn (Marietta)
Engineer Support Bn (Portland)
Motor Transport Bn (Red Bank)
Landing Support Bn (Seattle)
Two Provisional Support Bn FWD Cmd Elements (CPEN, CLNC)

Contribution to the Total Force

- Command Element (CE):
  - ANGLICO: 100%
  - Civil Affairs Group: 100%
  - Force Recon Co: 40%
  - Comm Bn: 25%
- Ground Combat Element (GCE):
  - Tanks: 50%
  - Artillery: 33%
  - Recon Bn: 33%
  - Infantry Bn: 27%
  - LAR Bn: 25%
  - AAV Bn: 20%
-

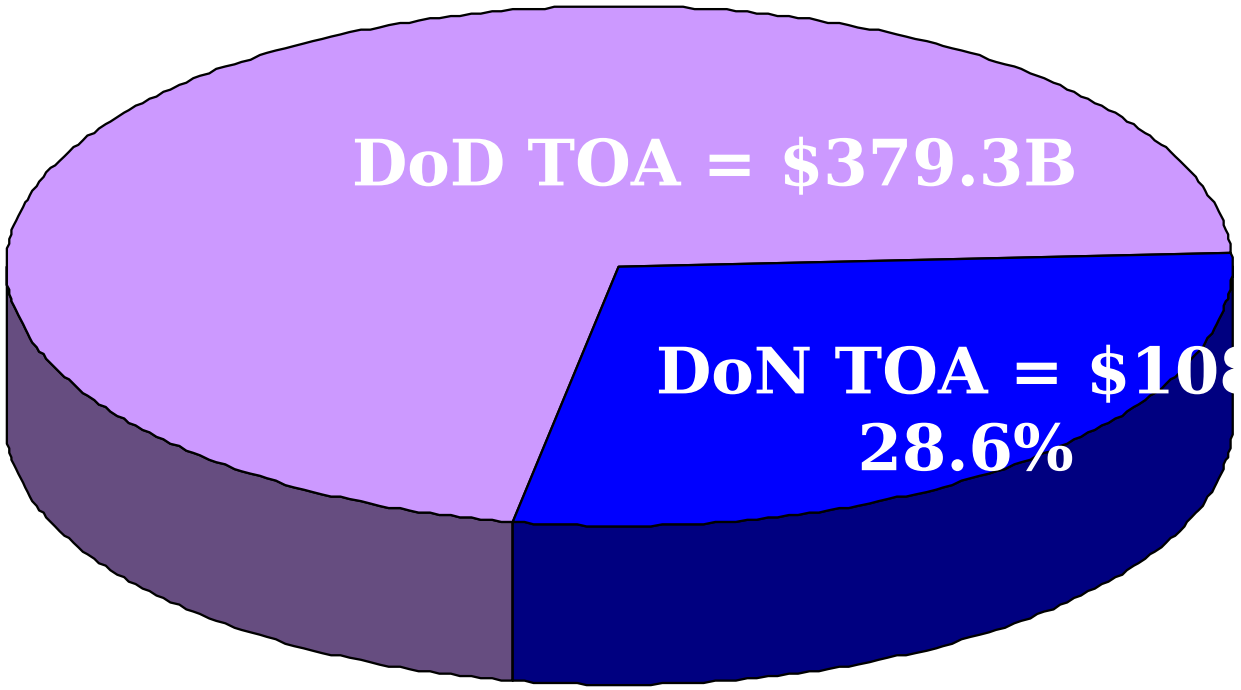
Contribution to the Total Force

- Aviation Combat Element (ACE):
  - Adversary: 100%
  - Aerial Refueling: 35%
  - Marine Air Control Groups: 25%
  - Marine Wing Support Groups: 25%
  - Fighters: 19%
  - Helicopters: 15%
- Combat Service Support Element (CSSE):
  - Engineers: 25%
  - Motor T: 25%

Contribution to the Nation

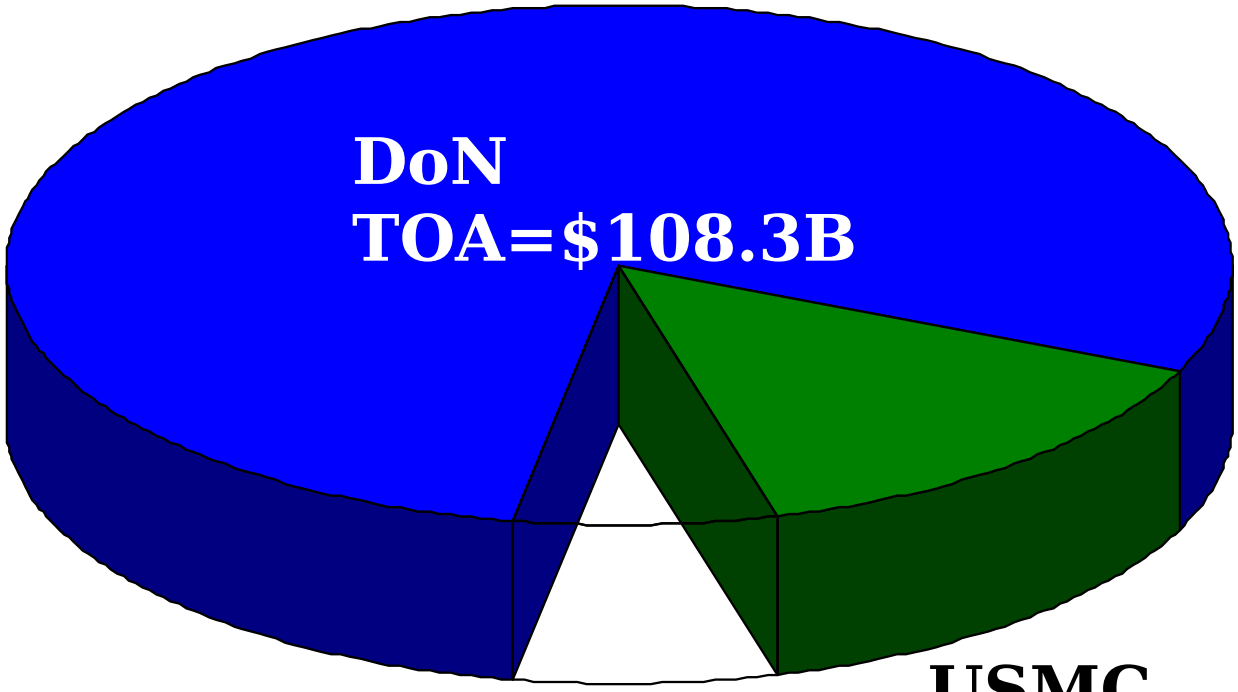
- Mobilization for Operations Noble Eagle and Enduring Freedom (as of 1 May)
  - Authorized: 7,500
  - Activated: 4,483
    - Units: 2,771
    - Individuals: 1,712
  - Total on Active Duty (As of 20 May): 4,288

DoN Share of DoD Funding



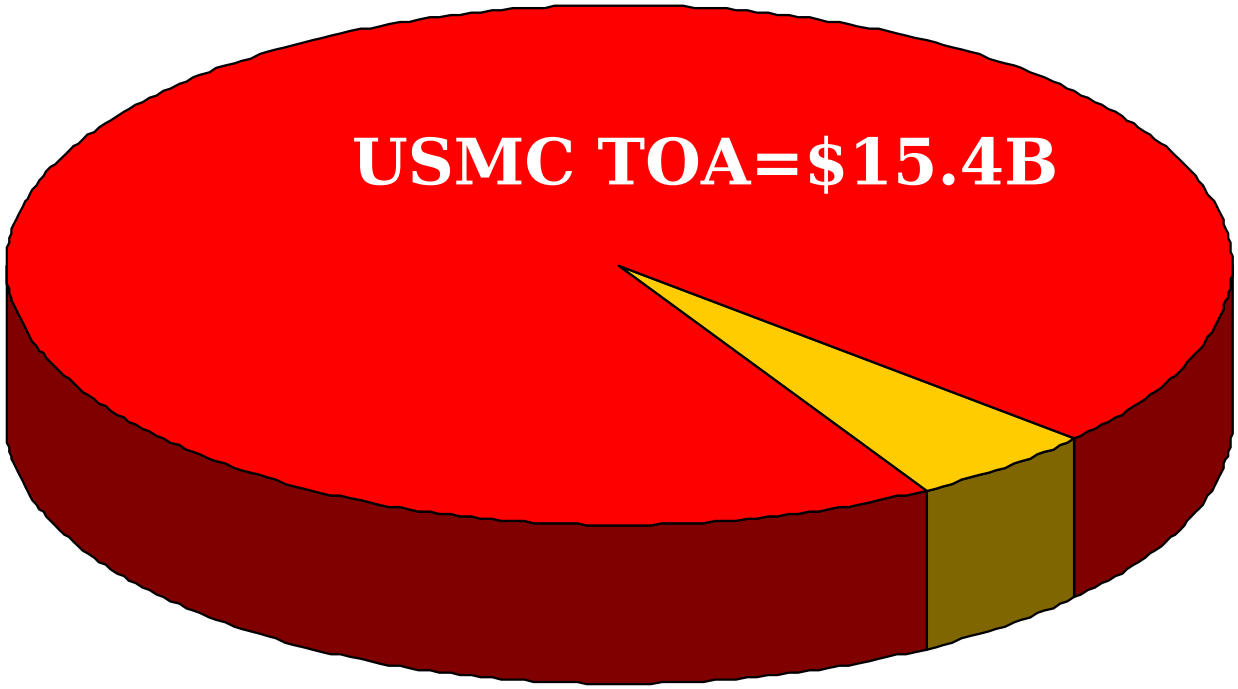
(FY03 Presidents Budget)

USMC Share of DoN Funding



*BISOG: Blue In Support Of Green

USMCR Share of USMC Funding



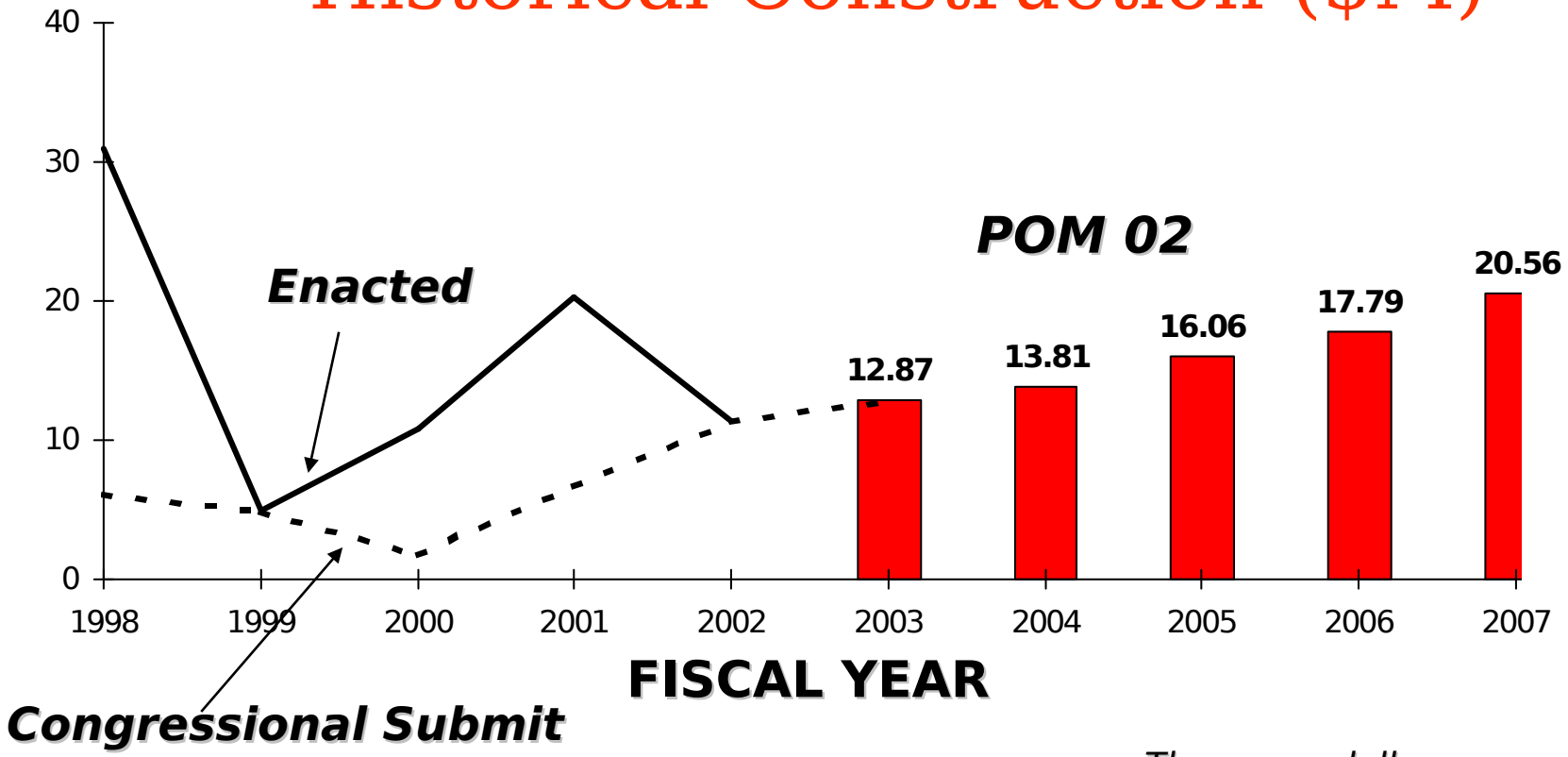
USMCR TOA=$0.8B
4.9%

USMCR Appropriations

- RPMC- $558M
  - Funds 39,558 SMCR
  - ADSW, School Training, PLC, JROTC
- O&M,MCR-$186M
  - 55% To MarForRes
  - 20% NMCI
  - 25% Other Programs Supporting Reserve (Depot Maint, DFAS, etc.)
- MCNR-$12.8M
- NGREA-Not budgeted (FY02 Authorization=$5.0M)

Military Construction Naval Reserve (MCNR)

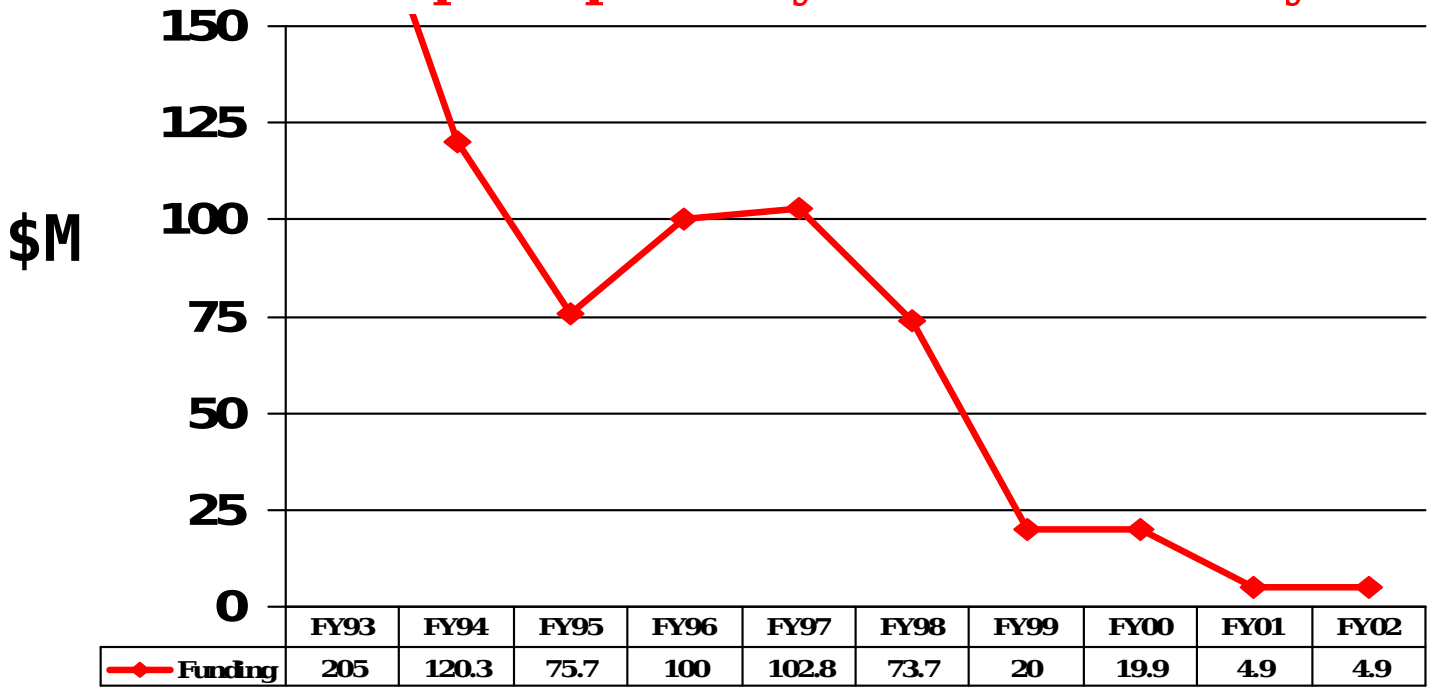
Marine Corps Reserve Exclusive Historical Construction ($M)



Then year dollars.

National Guard and Reserve Equipment Appropriation (NGREA)

- **Accelerated Fielding of CMC Approved Acquisition Object**
- **Procured Unfunded Priority List (UPL) items**
- **Funded unaffordable programs within the Marine Corps' l procurement budget**
- **Decreased precipitously in the last five years**



	FY93	FY94	FY95	FY96	FY97	FY98	FY99	FY00	FY01	FY02
Funding	205	120.3	75.7	100	102.8	73.7	20	19.9	4.9	4.9

Example of NGREA Purchases
(FY96 – FY01)

Major Items

- CH-53E ($150.0M)
- CH-53E Upgrades ($39.5M)
- UC-35 ($9.8)
- F/A-18A ECP-583 ($52.0M)
- F/A-18A FLIR ($7.275)
- UH-1N Upgrades ($5.1M)
- Logistics Vehicle System ($2.9M)

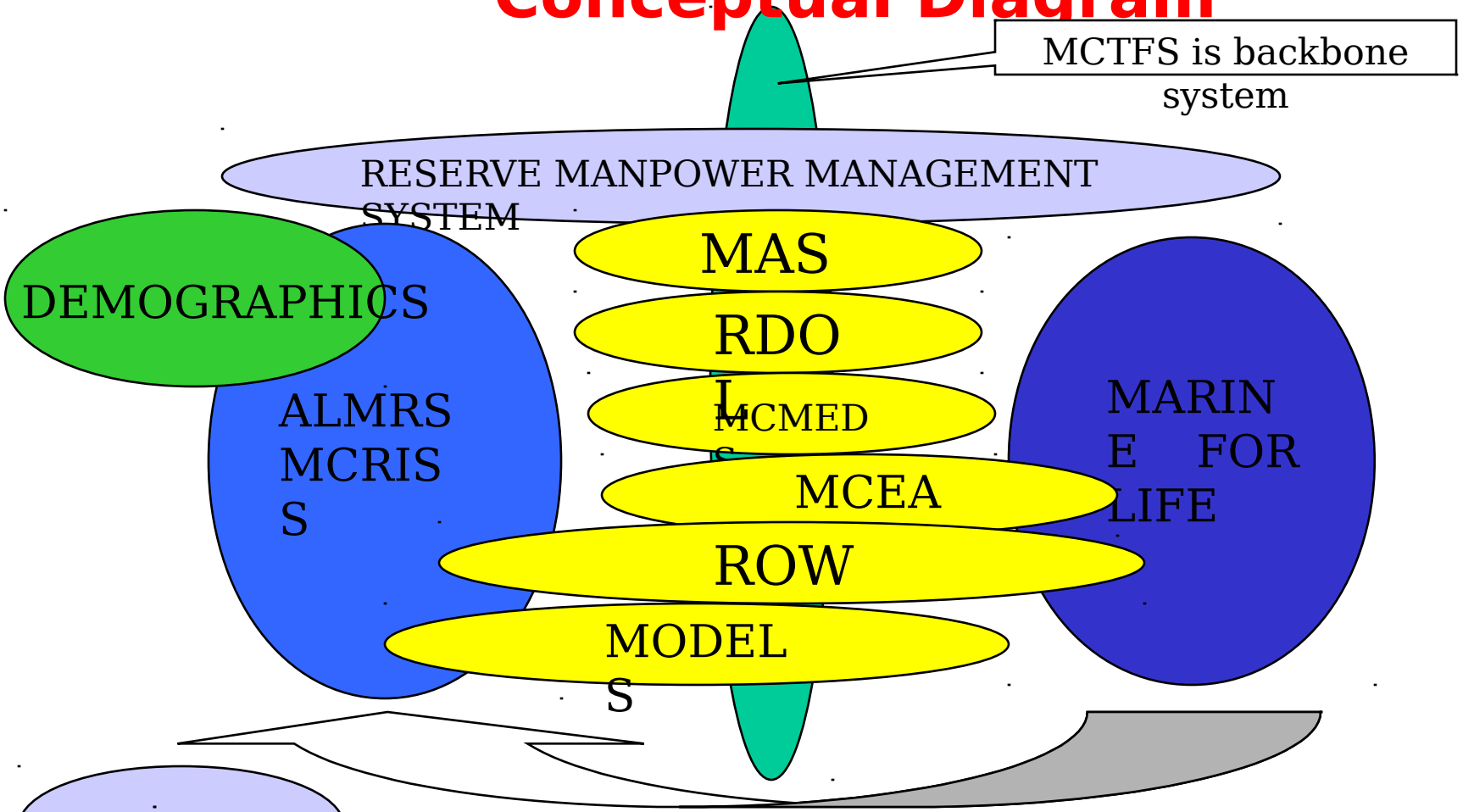
Miscellaneous Equipment

- Communications Equipment
- M1A1 Tank Ancillary Equipment
- Intel Analysis System (IAS) Suites
- HAWK Modifications
- Water Purification Units
- Generators
- LAV Product Improvement Program
- SHORECAL (Aviation Parts)

NGREA made significant contributions to the Marine Corps accounts

Reserve Automated Information Systems

Conceptual Diagram



Marine For Life

- Purpose: CMC initiative to “improve transition assistance and reemphasize the value of an honorable discharge.”
- Need: Each year we lose contact with 27,000 good, honorably transitioning “Marines for life.”
- Resources:
  - Hundreds of Marine affiliated organizations and hundreds of thousands of Reserve, retired, and other veteran Marines.
  - Reserve IMA Marines as Hometown Links
  - $2.4M in FY03, $2M in FY04 through FYDP
- Endstate: A nationwide network of Marine and Marine-friendly information available to all Marines honorably leaving active service that will improve their transition to civilian life and ensure that no Marine who honorably wore the Eagle, Globe, and Anchor is lost to the Marine Corps family.

To nurture and strengthen our ethos

"Once A Marine, Always A Marine.”

Marine For Life Network

Human Network and Electronic Network

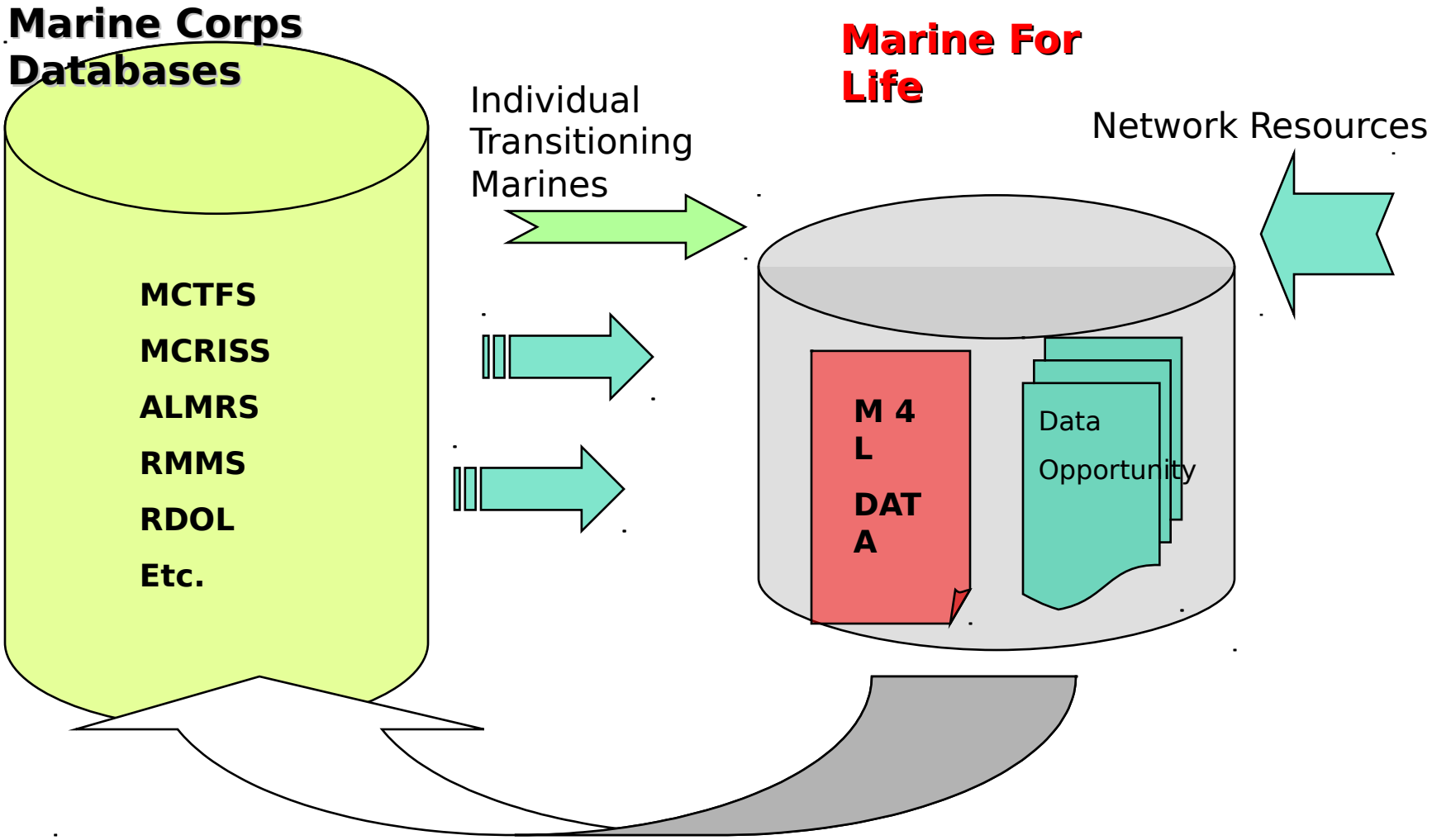
Hometown Links will

- Be the Marine responsible for knowing all Marine and Marine-friendly contacts in the area.
- Know Key Influencers.
- Provide Proof Sources.
- Provide enhanced Marine Corps exposure throughout the community.
- Sponsor Transitioning Marines home.

Marine For Life Database

- Nationwide database of local information.
- Kept up to date by the Hometown Link.
- 2-way information flow with other databases (e.g., ALMRS, MCRISS, and MCTFS).
- Information accessible by & available to recruiters, reserves, and PA.

Marine For Life Database



Career Management Team Branch

20 May 02

Career Management Team

- **WHO**: CMT is a branch of the Reserve Affairs Division for Manpower & Reserve Affairs, HQMC, staffed by a combination of AR and IMA Marines.
- **WHERE**: CMT is physically located on the 5th deck of the Marsh Center , Quantico, VA
- **WHEN**: Full-time staff are available Mon-Fri. IMA Det staff are divided into 3 sub-detachments who normally drill on 3 separate weekends each month. Websites are available 24/7.

Career Management Team

- **WHAT**: Mission: To provide a centralized source of career information and assistance to Reserve Marines
  - Career Counseling for Reserve and AR Marines
  - Billet placement/ADSW/RCT assistance to units and Reserve Marines
  - Ensure pertinent Reserve populations are informed of upcoming boards and events
  - Process Reserve reenlistment and waivers
  - Process Reserve officer appointments/re-appointments
  - Manage Montgomery GI Bill (MGIB) program
  - Manage the Reserve command screening process
  - Administer the Reserve 1stSgt/SgtMaj assignment process
  - Assist in identifying, screening and contacting qualified Reserve Marines for mobilization requirements
  - Manage IMA tour length extensions
  - Provide HQMC level response on reserve-specific issues

Reserve Duty On-Line

- Background
  - RCMSS was initial database fielded by CMT
    - Lacked Info on Civilian Skills, Availability for Duty
    - Poor IMA design
    - NOT user friendly
    - Stovepipe system separate from other commonly used sites
- DOD mandated Civilian Skills be captured by all services
  - Other services migrated to JRIPSS (Navy – NRSO)
  - USMC identified security concerns with JRIPSS
  - USMC sought other options
  - CMT proposed modifications to RCMSS

Reserve Duty On-Line (RDOL)

- **RDOL database stood up in Mar 02**
- **Purpose:**
  -- To provide a single interactive source of all Reserve Duties (SMCR, IMA, ADSW/RCT) On-Line. Marines may submit applications for billets directly to the sponsor of the billet and the PS Recruiter.
  - Hosted under Marine On-Line.
  - Civilian Job Skills and Employer Information will be collected as a module within RDOL.
- **Resources:**
  - NGREA Funding: FY01-116K, FY02-200K, FY03-210K
  - Becomes component of RMMS21 in FY04
  - 1 Marine as program manager
- **Endstate :**
  -- To expedite the process of putting the right Marine in the right place thereby increasing overall readiness of the Reserve Force

Reserve Duty On-Line

- **RDOL Migration under MOL**
  - Enhances Reserve Marines access to information
    - CRCR, Training, Pay, RED
  - Single password, pass thru MOL to RDOL
  - Gains MOL established Users and Visibility
    - 128,000 Total
    - 89,000 AC
    - 35,000 RC
    - 3,700 Retired

Reserve Duty On-Line

- **Tool for the Individual Marine**
  - Single Source for Reserve Duty Information
  - All RC have access (AC Marines w/in 6 months of EAS)
  - **Search** for:
    - SMCR Billets
      - IRR Marines may apply to SMCR unit
      - SMCR may apply for interunit transfer
    - IMA Billets
      - IRR Marines may apply to IMA unit
      - IMA may apply for interunit transfer
    - ADSW/RCT Opportunities
    - Unit POCs
  - **Provide** :
    - Availability for ADSW
    - Civilian Job Skills and Employer Information (May 02 – linking with DMDC Data)

Reserve Duty On-Line

- **Tool for Units & USMC Decision-Makers**
  - **Units**: Advertise specific billets, MOS requirements, view applications submitted to PSR
  - **IMA OpSponsors**: View manning levels, T/O vs O/H, date joined unit, view applications submitted to PSR
  - **ADSW/RCT Sponsors**: Advertise opportunities (HQMC-funded ADSW requires HQMC approval first), view applications, search for available Marines
  - **Prior Service Recruiting**: Receive/Process SMCR/IMA join applications

RDOL Future

- Show which SMCR MOSs have bonuses and type of bonus
- Show restricted billets
- Civilian Job Skills (May 02)
  - Employer/employee info (primary/secondary and experience level)
  - Travel (country and dates)
  - Civilian skills
  - Language skills (self professed)
  - Phone number/email/address
  - Enhanced Reports and **Search** capability
  - Quality Control (bounce against MCTFS)
- Electronic RQS?
- AR Billets ?
- Tie into PS Recruiting Plan ?
- IRR Electronic Musters?
- Submit IMA Extensions for MCRSC/HQMC decision?
  - Billet automatically listed as available

Career Management Team

- **CMT Points Of Contact**
  - Branch Head: Col Frank Baleskie (IMA) 703-784-0521
    - baleskiefa@manpower.usmc.mil
  - Asst Head: LtCol Pat McCarthy (AR) 703-784-0514
    - mccarthypj@manpower.usmc.mil
  - NCOIC: MSgt Daryl Patrick (AR) 703-784-0513
    - patrickdr@manpower.usmc.mil
  - Career Counseling, Reenlistments, Waivers, MGIB, Re-Appointments, 1stSgt/SgtMaj Assignments, Command Screening: http://www.manpower.usmc.mil >CMT or 1-877-415-9275, Option 5
  - Billets/ADSW/RCT: https://mol.usmc.mil >RDOL
    - RDOL Project Mgr: Maj Greg Bennett (AR) 703-784-0522
    - bennettgs@manpower.usmc.mil

Career Info on the Web

- **Promotion boards:** http://www.manpower.usmc.mil >Manpower Management (MM) >Promotions Branch

- **How to review your own record:** http://www.manpower.usmc.mil >Manpower Management (MM)> MMOA>4+Page+Guide

- **Obtaining your OMPF, Master Brief Sheet (MBS) or RS/RO Profile:** http://www.manpower.usmc.mil >Manpower Management (MM)>MMSB

- **Correcting your Master Brief Sheet:**
- http://www.usmc.mil>directives>MCO P1610.7E Appendix I

More Career Info on the Web

For information on finding reserve duty opportunities:
http://www.mol.usmc.mil (click on Reserve Duty On Line)

Personal awards, drill points, CRCR, copies of your LES:
http://www.mol.usmc**.mil**

New fitness reports (PES):
http://www.manpower.usmc.mil >Manpower Management (MM)>MMSB

BCNR actions and board appeals: http://www.usmc.mil >directives > MCO1610.11C Performance Evaluation Appeals

Reserve Manpower Management System of the 21st Century

Major Matt Patin
RMMS Project Officer
Reserve Affairs

Reserve Manpower Management System of the 21st Century

- Current Manpower Management Models reflect Cold War policies and practices
- A mix of legacy IT systems with cumbersome, overlapping user interfaces
  - Nonproductive, inflexible
- New models required to recognize changing demographics of society
  - More mature, experienced, innovative, adaptable youth
  - Computer/IT literate
  - 24/7 economy with flexible work patterns & locations

Reserve Manpower Management System of the 21st Century

- Proposed model will integrate and interface with every Manpower Management related model and system in HQMC that touches on the RC
  - Connects the stovepipes
- Will expand beyond these models
  - Recognizes demographic growth and future trends
  - Makes use of Internet and leading edge technology
  - Adaptable to accommodate future manpower models

Reserve Manpower Management System of the 21st Century

- Will provide a coordinated manpower management vehicle for the Marine Corps Reserve and the individual Marine
  - Begins with recruitment
  - Carries through training, re-training, promotion, PME, billet assignment . . .
  - Follows reservist through retirement/separation into Marine For Life

- Will identify vital MCR and key civilian skills in support of real world contingencies, mobilization scenarios, and mission readiness

Reserve Manpower Management System of the 21st Century

- Interactive dimension allows Marine Corps to stay connected to widely dispersed Reserve population

- System will automatically feed information vital to the Reservist's career via internet communication on such things as:
  - Projecting promotion consideration years out with suggested preparatory actions.
  - PME requirements upon promotion and options to accomplish
  - Benefits the Reservist may qualify for/earn

Reserve Manpower Management System of the 21st Century

- Individual will be able to access all personnel data in MCTFS and OMPF files.
  - Will be able to make certain changes to records online
  - Will be able to communicate other changes to Marine Corps offices on line
  - Will be able to query the system for other helpful/career enhancing data such as billets coming available in the future.

- Active Component commanders will be able to view Reserve assets, both units and individuals, that he may access.
  - Will be able to view key civilian skills resident in the Reserve Component

Reserve Manpower Management System of the 21st Century

- Phase I – SOW on gap analysis (120 days)
  - Approx $300,000
  - Complete by Aug 02
- POA&M and system cost will be part of the Phase I gap analysis
- Phase II – SOW on system development/ integration based on gap analysis
- Compete for POM 04 funds